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## EXPERIENCE

### **Environmental Policy Innovation Center**, Washington, D.C.

Director for Biodiversity

May 2018 – Present

- I built and oversee the wildlife conservation program at the Innovation Center, with a focus on developing pragmatic, innovative approaches to improve endangered species policy. This work includes regulatory, legislative, and on-the-ground projects with a variety of partners. Examples include developing the nationwide monarch butterfly conservation agreement, creating a new method to measure species recovery progress, and helping the electric power sector identify opportunities for voluntary species conservation.
- One area of focus is improving the process for evaluating and regulating pesticides under the Endangered Species Act (ESA). This work includes:
  - Collaborating with pesticide registrants to develop and test species-specific mitigation measures.
  - Working with the U.S. Fish and Wildlife Service on a mitigation framework for pesticide consultations.
  - Helping to develop a tool to inform the selection of mitigation measures for species based on their level of vulnerability to particular classes of pesticides.
  - Obtaining and presenting novel pesticide usage data as part of a section 7 consultation on an insecticide.
  - Facilitating the creation and use of refined species range maps for pesticide consultations.
  - Working with conservation and agrichemical groups on concepts that led to Section 10115 of the 2018 Farm Bill (FIFRA Interagency Working Group) and on implementation of the section.

### **Defenders of Wildlife**, Washington, D.C.

Various positions (see below)

Aug. 2010 – May 2018

- I oversaw Defenders' endangered species policy program, which focused on improving the ESA's effectiveness. This work covered nearly every aspect of the ESA, especially species recovery planning, permitting, and listing/delisting. I also worked closely with Defenders' other departments on legal, legislative, policy, and science issues pertaining to federally protected species. I directly supervised eight scientists, all of whom I hired, along with over 12 interns. My other responsibilities included fundraising, organizational strategic planning, lobbying, and working with journalists.
- In 2018, I created and directed the Center for Conservation Innovation, which uses data and technology to improve wildlife conservation. In this capacity, I also oversaw Defenders' science and GIS programs.

Director, Center for Conservation Innovation

Feb. 2018 – May 2018

Vice President of Endangered Species Conservation

Sept. 2016 – Feb. 2018

Various director, advisor, and analyst positions

Aug. 2010 – Aug. 2016

### **Latham & Watkins**, Washington, D.C.

Attorney

Aug. 2007 – Aug. 2010

- I helped corporate clients secure federal and state environmental permits and authorizations for a wide variety of activities. Pertinent laws include the National Environmental Policy Act; National Forest Management Act; Administrative Procedure Act; Clean Water Act; Clean Air Act; Mineral Leasing Act; Federal Insecticide, Fungicide, and Rodenticide Act; and Toxic Substances Control Act.
- I advised clients on various Endangered Species Act issues, including section 7 consultations, Part 402 Interagency Cooperation rules, and interpretation of the "best available data" standard.

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## SELECT PUBLICATIONS

Endangered Species Act: Law, Policy, and Perspectives (Third Edition), American Bar Association (forthcoming 2021) (coeditor of book, with D. Baur).

Species Protection Will Take More Than Rule Reversal, Science (2020) (with J. Roman, D. Wilcove, T. Male, & H. Doremus).

When Does Critical Habitat Designation Benefit Species Recovery?, Utah State University, The Center for Growth and Opportunity Policy Paper (2020).

How to Make Voluntary Species Conservation Work for Pesticide Registrations, Environmental Assessment and Management (2020) (with R. Brain, Y. Li, T. Burd, R. Wolf, P. Buttner, & T. Cooke).

Improving Cooperative State and Federal Species Conservation Efforts, Wyoming Law Review (2020) (with T. Stoellinger, M. Brennan, S. Brodnax, M. Feldman, & B. Budd).

Recovery Plans Need Better Science to Support Decisions That Allow Species to Decline in Abundance but Be Recovered, bioRxiv (2020) (with J. Malcom, J. Che-Castaldo, & M. Neel).

Recovery Units Under the Endangered Species Act Could Be Used More Widely, bioRxiv (2020) (with M. Evans & J. Malcom).

Same Law, Diverging Practice: Comparative Analysis of Endangered Species Act Consultations by Two Federal Agencies, PLOS ONE (2020) (with M. Evansen & J. Malcom).

2019 Endangered Species Act Regulatory Revisions, The Environmental Law Reporter (2019) (with P. Romanik, G. Sheehan, R. McGee, A. Seidman, & J. Wood).

Novel Data Show Expert Wildlife Agencies are Important to Endangered Species Protection, Nature Communications (2019) (with M. Evans & J. Malcom).

Missing, Delayed, and Old: The Status of ESA Recovery Plans, Conservation Letters (2018) (with J. Malcom).

Free Aerial Imagery as a Resource to Monitor Compliance with the Endangered Species Act, bioRxiv (2017) (with J. Malcom & T. Kim).

Invigorating a Neglected Tool for Endangered Species Recovery, American Bar Association, Endangered Species Committee Newsletter (2017).

A Simple, Sufficient, and Consistent Method to Score the Status of Threats and Demography of Imperiled Species, PeerJ (2016) (with J. Malcom & W. Webber).

Species Recovery in the United States: Increasing the Effectiveness of the Endangered Species Act, Issues in Ecology (2016) (with D. Evans and 17 other scientists).

Data Contradict Common Perceptions About a Controversial Provision of the US Endangered Species Act, Proceedings of the National Academy of Sciences (2015) (with J. Malcom).

Risk Management Decisions for Pesticides and Threatened and Endangered Species: The Role of Uncertainty Analysis, Human and Ecological Risk Assessment: An International Journal (2015) (with A. Fairbrother, B. Hartl, B. Hope, J. Jenkins & D. Moore).

Creating Pre-listing Conservation Projects Under the Endangered Species Act: Law and Policy Issues, in Proactive Strategies for Protecting Species: Pre-Listing Conservation and the Endangered Species Act (J. Donlan, ed., 2015) (with T. Male).

Improving the Endangered Species Act Pesticide Consultation Process, in Pesticide Regulation and the Endangered Species Act (2012) (with K. Racke, B. McGaughey, J. Cowles, A. Hall, S. Jackson, & J. Jenkins).

## EDUCATION

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**Cornell University Law School**, J.D., *cum laude*, 2007

- Also completed non-law school graduate courses in conservation biology and herpetology

**Drexel University**, B.S. in mechanical engineering, *summa cum laude*, 2003

**The Bronx High School of Science**, 1999

## ADDITIONAL INFORMATION

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Legal bar admissions: District of Columbia Bar (active), New York State Bar (inactive)

Languages: Fluent in Chinese (Mandarin – verbal)

Volunteer positions: PhD committee member, Olivia Davis, Arizona State University (began in 2020)  
 Leadership planning committee, Southeast Plant Conservation Alliance (began in 2020)  
 Mentor and organizer, EENR Law Fellows Mentorship Program (2019 – present)  
 Zookeeper aide, Smithsonian National Zoo, Reptile Discovery Center (2010-11)